

Salary Information is listed by Salary Grade. Scroll down the schedule to find the desired Job Title. Salaries are listed in bi-weekly or hourly rates.

GRADE 01U

		20-yr
	(1)	(2)
04/26/08	15.82	15.98

GRADE 02U

342B CUSTODIAN II

	Start	6 mo	1-yr	2-yr
	(1)	(2)	(3)	(4)
04/26/08	18.19	18.72	19.03	19.60

GRADE 03U

131 CUSTODIAN-ENGINEER I
631 CUSTODIAN-ENGINEER I--LIBRARY
632 CUSTODIAN-ENGINEER I--PUB SAFETY
293B PARK SECURITY OFFICER LEAD

		20-yr
	(1)	(2)
04/26/08	20.80	21.72
		(3)
		21.89

GRADE 04U

132 CUSTODIAN-ENGINEER II
605 CUSTODIAN-ENGINEER II--LIBRARY
235B WATER PLANT WORKER

		20-yr
	(1)	(2)
04/26/08	21.27	22.47
		(3)
		22.62

GRADE 05U

133 CUSTODIAN-ENGINEER III
056A CUSTODIAN-ENGINEER III--LIBRARY

		20-yr
	(1)	(2)
04/26/08	22.87	24.10
		(3)
		24.25

GRADE 06U

585 MAINTENANCE WORKER

			20-yr
	(1)	(2)	(3)
04/26/08	22.97	23.88	24.05

GRADE 07U

			20-yr
	(1)	(2)	(3)
04/26/08	22.49	23.42	23.58

GRADE 08U

			20-yr
	(1)	(2)	(3)
04/26/08	22.87	23.79	23.95

GRADE 09U

286A OPERATING ENGINEER

378 PUMPING ENGINEER II

602A WATER TREATMENT PLANT OPERATOR II

			20-yr
	(1)	(2)	(3)
04/26/08	23.83	24.79	24.95

GRADE 10U

420 SEWER PUMPING STATION OPERATOR

			20-yr
	(1)	(2)	(3)
04/26/08	24.88	25.78	25.94

GRADE 11U

624A CHEMICAL FEED SYSTEM REPAIRER

			20-yr
	(1)	(2)	(3)
04/26/08	25.00	25.95	26.12

GRADE 12U

			20-yr
	(1)	(2)	(3)
04/26/08	25.87	26.93	27.08

GRADE 13A

							10-yr	15-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	15.33	15.95	16.52	17.14	17.81	18.55	18.93	19.41

GRADE 13M
 341B CUSTODIAN I

							10-yr	15-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	12.45	12.86	13.28	13.71	14.19	14.68	14.99	15.32

GRADE 13U

			20-yr
	(1)	(2)	(3)
04/26/08	20.82	21.77	21.93

GRADE 15U

			20-yr
	(1)	(2)	(3)
04/26/08	22.44	23.66	23.82

GRADE 16U

			20-yr
	(1)	(2)	(3)
04/26/08	23.66	24.58	24.74

GRADE 017

							10-yr	15-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	13.33	13.82	14.33	14.87	15.46	16.08	16.50	16.87

GRADE 17A

228B SECURITY/SAFETY OFFICER-LIBRARY

	(1)	(2)	(3)	(4)	(5)	(6)	10-yr (7)	15-yr (8)
04/26/08	16.12	16.64	17.18	17.76	18.38	19.08	19.56	20.00

GRADE 17U

806 TRAINEE (CUSTODIAN ENGINEER)

	(1)	(2)	20-yr (3)
04/26/08	11.22	11.57	11.74

GRADE 18U

	Start (1)	6 mo (2)	1-yr (3)	2-yr (4)
04/26/08	16.19	16.67	17.03	17.62

GRADE 20U

216A BUILDING MAINTENANCE ENGINEER

	(1)	20-yr (2)
04/26/08	23.92	24.08

GRADE 21U

656A PARK SECURITY OFFICER (Parks)

	0-500 Hours (1)	501-1000 Hours (2)	1001- 1500 Hours (3)	1501+ Hours (4)
04/26/08	10.89	11.54	12.20	13.11

GRADE 22U

	Start (1)	6-mo (2)	1-yr (3)	2-yr (4)	3-yr (5)	4-yr (6)	5-yr (7)
04/26/08	10.89	12.64	13.11	13.78	14.42	14.92	15.91

BENEFITS:**VACATION**

<u>Years of Service</u>	<u>Days of Vacation</u>
1st year thru 4th year	12 - (.0462) P
5th year thru 9th year	18 - (.0693) J
10th year thru 15th year	21 - (.0808) E
16th year thru 23rd year	25 - (.0962) G
24th year and thereafter	28 - (.1077) R

Vacation accrual rate shall be determined based on calendar years of service for both part-time and full-time employees.

HOLIDAY ELIGIBILITY

In order to be eligible for a holiday with pay, an employee must be employed as of the date of the holiday and have paid hours on the payroll for that pay period. For purposes of this section only, non-holiday hours paid include hours actually worked, vacation time, compensatory time, paid leave and sick leave.

2008 HEALTH INSURANCE

Single: The Employer will contribute \$427.25 - \$525.51 per month for the 2008 single insurance contribution depending on the employee's plan choice.

\$100 per month will be deposited to an employee Flexible Spending Account for those employees choosing the Single Open Access Deductible plan and who made the Flexible Spending Account Election during Open Enrollment or at time of eligibility.

Family: The Employer will contribute \$901.86 - \$1040.75 per month for the 2008 family insurance contribution depending on the employee's plan choice.

SEVERANCE PAY

The employee must have a minimum of 12 years of service and 600 hours of sick leave credits at the time of his/her separation of service from the City.

Minimum 12 years of service and accrued sick leave credits of:	Severance
600	\$ 4,000
700	\$ 5,000
800	\$ 6,000
900	\$ 7,000
1000	\$ 8,000
1100	\$ 9,000
1200	\$10,000
1300	\$11,000
1400	\$12,000
1500	\$13,000
1600	\$14,000
1700	\$15,000

SEVERANCE PAY (Continued)

*For the purpose of this Article, service requirements for severance eligibility will not include years of service with the Independent School District No. 625 for employees hired by the City or transferred to the City after December 31, 1998.

For any employee who is eligible to receive severance from the City under this Article, the City will contribute 105% of the full amount of their severance payment to a post-employment health plan in lieu of any cash payment to the employee.

SICK LEAVE ACCRUAL

Sick leave shall be accumulated at the rate of .0539 per hour for each hour on the payroll, excluding overtime (14 days per year).

OUT OF TITLE

After 15 consecutive work days

SICK LEAVE CONVERSION

180 days of accumulated sick leave - employee may convert up to 10 days sick leave for 5 days vacation. The maximum number of days' vacation allowed by the conversion of sick leave credits shall be no more than five days in any one "vacation year". Based on calendar year.

FUNERAL LEAVE

Employee shall be granted such leave to attend the funeral of the employee's grandparent or grandchild and as much time as the Employer deems necessary for the death of the employee's mother, father, spouse, child, brother, sister, mother-in-law, father-in-law or other person who is a member of the household.

SICK LEAVE USAGE

In the case of a serious illness or disability of an employee's child, parent, or household member, the head of the department shall grant leave with pay in order for the employee to care for or make arrangements for the care of such sick or disabled persons. Such paid leave shall be drawn from the employees accumulated sick leave credits. Use of such sick leave shall be limited to 40 hours per incident.

REINSTATEMENT RIGHTS AFTER LAYOFF

Two years

OVERTIME

Compensatory time on a time and one-half basis or by being paid on a time and one-half basis for such overtime work.

CALL IN PAY

When an employee is called to work he/she shall receive two (2) hours pay if not put to work. If an employee is called to work and commences work, he/she shall be guaranteed four straight time hours pay, or one and one-half (1.5) times the employee's normal hourly rate for the actual number of hours worked, whichever is greater.

DEFERRED COMPENSATION

The City will provide \$200 per year matching deferred compensation contribution for employees with one year of service. (See Article 22 for eligibility requirements). To be paid by April 1 of the following year.

NIGHT DIFFERENTIAL

5% of base rate paid only for those night shifts actually worked*:

- To any employee who works on a regularly assigned shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., provided that at least five (5) hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be paid a night differential for the entire shift.
- To any employee who works on a regularly assigned shift, beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but less than five hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be paid a night differential for the hours worked between the hours of 6:00 p.m. and 6:00 a.m.
- Employees working at the Water Utility's Filtration Plant and who are regularly assigned to a shift which begins at 2:30 p.m.

*Differential does not apply to employees holding titles listed "Special Employments".

PREMIUM PAY

\$.25 per hour for all swing stage work, such as any work performed from a boatswain's chair or a swing scaffold, fifty (50) feet or more above the ground.

SAFETY SHOES

\$100.00 per year toward a safety shoe allowance. The contribution shall be made as a cash payment to be placed on the paycheck. The Employer contribution shall apply only to those employees who are required by the Employer to wear protective shoes or boots.

For full-time permanent Police Security Rangers and *Park Ranger the Employer agrees to pay \$75.00 per calendar year toward the purchase of one pair of boots to a maximum benefit of \$150.00 should an employee not utilize the benefit during a previous calendar year.

UNIFORM ALLOWANCES

Employees shall only be reimbursed for uniform items that are qualified as non-taxable and reimbursable under the Water Utility's uniform policy. Newly hired employees shall receive a one-time reimbursement for initial uniform items purchased up to \$289.00. The Employer agrees to provide a uniform allowance of up to \$100 per calendar year toward the cost of replacing uniforms for those employees who have participated in the uniform program in the previous year.

Effective January 1, 2009, the uniform allowance shall be \$125.00.

UNIFORM ALLOWANCES (Continued)

For 2008 only, employees with an accumulated uniform balance as of December 31, 2007, shall be allowed to utilize the balance on a reimbursement basis. Any remaining balance as of December 31, 2008, shall be forfeited by the employee. Employees must provide proof of uniform purchase to be reimbursed. Employees participating in the program are responsible for care and upkeep of the uniform, must wear the uniform and must return all reimbursable items to the Water Utility upon termination.

Effective January 1, 2009, such uniform allowance shall be made as a cash payment to be placed on the paycheck.

Newly hired employees shall receive a one-time reimbursement for initial uniform items purchased up to \$289.00. Current employees who have participated in the uniform program in the previous year will receive \$100 per calendar year toward the cost of replacement.

The City shall furnish uniforms at no cost to employees required to wear a uniform who work in the Sewer Division of the Public Works Department.

The Parks & Recreation Department shall furnish uniforms at no cost to employees in the title of Park Security Officer.

The Police Department shall furnish uniforms at no cost to employees in the title of *Park Ranger and Police Security Ranger.